# Second Regular Session Seventy-third General Assembly STATE OF COLORADO

## **PREAMENDED**

This Unofficial Version Includes Committee Amendments Not Yet Adopted on Second Reading

LLS NO. 22-0892.01 Jacob Baus x2173

**SENATE BILL 22-192** 

#### SENATE SPONSORSHIP

Zenzinger and Simpson,

### **HOUSE SPONSORSHIP**

Esgar and Catlin,

#### **Senate Committees**

#### **House Committees**

Education Appropriations

#### A BILL FOR AN ACT

101	CONCERNING THE CREATION OF OPPORTUNITIES FOR CREDENTIAL
102	ATTAINMENT, AND, IN CONNECTION THEREWITH, MAKING AN
103	APPROPRIATION.

### **Bill Summary**

(Note: This summary applies to this bill as introduced and does not reflect any amendments that may be subsequently adopted. If this bill passes third reading in the house of introduction, a bill summary that applies to the reengrossed version of this bill will be available at <a href="http://leg.colorado.gov">http://leg.colorado.gov</a>.)

#### **Section 2** of the bill requires:

• The department of higher education (department), in consultation with the state institutions of higher education (institutions), to develop and implement a process that encourages institutions to identify incremental

- achievements on the path to degree completion, organize stackable credentials, and identify how credentials may become stacked into stackable credential pathways;
- The department to facilitate the creation of stackable credential pathways for at least 3 growing industries by January 1, 2024, and at least 2 more growing industries by January 1, 2025; and
- The general assembly to appropriate one million dollars to the department from the workers, employers, and workforce centers cash fund for the 2022-23 fiscal year.

**Section 3** of the bill requires the department to allocate and disburse funds to community and technical colleges and local district colleges to fund student access to nondegree credential programs. The general assembly is required to appropriate \$1.8 million to the department for this purpose for the 2022-23 fiscal year.

**Section 4** of the bill requires the general assembly to appropriate \$800,000 to the department of education for the adult education and literacy grant program for the 2022-23 fiscal year.

Be it enacted by the General Assembly of the State of Colorado:

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2 **SECTION 1. Legislative declaration.** (1) The general assembly finds and declares that:

- (a) The COVID-19 pandemic has exacerbated the existing gaps between workers with postsecondary education and those with a high school diploma or less;
- (b) Colorado's unemployment rate is consistently higher for adults without a high school diploma, industry credential, higher education credential or degree, or apprenticeship;
- (c) The support of Colorado adults and youth in attaining a credential of value is a key strategy for people to earn a job that pays a living wage, and may accelerate the economic recovery from the COVID-19 pandemic;
- (d) The expansion of nondegree credentials aligned to postsecondary education programs may provide opportunities for workers

-2-

1	to upskill and reskill in high-wage, in-demand jobs;
2	(e) The COVID-19 pandemic exacerbated workforce challenges
3	and institutions of higher education were required to pivot and accelerate
4	a response to workforce demands by creating short-term programs to
5	respond to immediate workforce needs. There is a continued need to
6	ensure that these short-term programs have value and transparency and
7	can be incorporated into degree pathways to best serve learner and earner
8	needs;
9	(f) Credentials are increasingly earned by individuals in various
10	stages and settings of their lives and careers, including high school;
11	postsecondary institutions; trade and occupational schools; on-the-job,
12	work-based learning; apprenticeships; and self-study; and
13	(g) Nondegree credentials may be combined with postsecondary
14	programs to create stackable credential pathways that facilitate career and
15	professional advancement when aligned with growing and high-demand
16	industries.
17	(2) Therefore, the general assembly declares that the COVID-19
18	pandemic has generated broad workforce disruption and that programs
19	and services described in this act are necessary for providing better
20	opportunities for economic advancement, such as higher wages and more
21	opportunities for career and educational advancement.
22	(3) The general assembly further declares that the programs and
23	services described in this act are important government services.
24	SECTION 2. In Colorado Revised Statutes, add 23-5-145.6 as
25	follows:
26	23-5-145.6. Opportunities for credential attainment - fund -
27	report - definitions - repeal. (1) AS USED IN THIS SECTION, UNLESS THE

-3-

1	CONTEXT OTHERWISE REQUIRES:
2	(a) "APPRENTICESHIP CERTIFICATE" MEANS VERIFICATION OF
3	COMPLETION OF AN APPRENTICESHIP PROGRAM. APPRENTICESHIP
4	CERTIFICATES ARE APPLICABLE TO INDUSTRY TRADES AND PROFESSIONS.
5	(b) "COLORADO TALENT REPORT" MEANS THE REPORT PREPARED
6	PURSUANT TO SECTION 24-46.3-103.
7	(c) "COMMISSION ON HIGHER EDUCATION" OR "COMMISSION" HAS
8	THE SAME MEANING AS SET FORTH IN SECTION $23-1-101.1$ (1).
9	(d) "Department" means the department of higher
10	EDUCATION CREATED AND EXISTING PURSUANT TO SECTION 24-1-114.
11	(e) "GUARANTEED-TRANSFER PATHWAYS" OR "GT PATHWAYS"
12	MEANS THE STATEWIDE ARTICULATION MATRIX SYSTEM OF COMMON
13	COURSE NUMBERING FOR GENERAL EDUCATION COURSES DESCRIBED IN
14	SECTION 23-1-108.5 (3)(c).
15	(f) "INDUSTRY CERTIFICATION" MEANS A CREDENTIAL AWARDED
16	BY AN INDUSTRY-RECOGNIZED THIRD-PARTY OR INDUSTRY-GOVERNING
17	BOARD BASED ON AN INDIVIDUAL DEMONSTRATING BY ASSESSMENT THAT
18	THE INDIVIDUAL HAS ACQUIRED THE DESIGNATED KNOWLEDGE, SKILLS,
19	AND ABILITIES TO PERFORM A SPECIFIC OCCUPATION OR SKILL. INDUSTRY
20	CERTIFICATIONS MAY BE TIME-LIMITED DEPENDENT UPON THE
21	OCCUPATION OR INDUSTRY.
22	(g) "Nondegree credential" means a postsecondary
23	CERTIFICATE, APPRENTICESHIP CERTIFICATE, PROFESSIONAL LICENSE, OR
24	INDUSTRY CERTIFICATION.
25	(h) "Postsecondary certificate" means a credential
26	AWARDED BY AN INSTITUTION OF HIGHER EDUCATION AT AN
27	UNDERGRADUATE LEVEL BASED ON COMPLETION OF ALL REQUIREMENTS

-4- 192

- 1 FOR A PROGRAM OF STUDY, INCLUDING COURSE WORK AND EXAMS.
- POSTSECONDARY CERTIFICATES ARE NOT TIME-LIMITED AND DO NOT
- 3 REQUIRE RENEWAL. "POSTSECONDARY CERTIFICATE" DOES NOT INCLUDE
- 4 A DEGREE AND DOES NOT INCLUDE A CREDENTIAL AWARDED BY AN
- 5 INSTITUTION OF HIGHER EDUCATION AFTER COMPLETION OF A BACHELOR'S
- 6 DEGREE IN THE SAME PATHWAY.
- 7 (i) "STACKABLE CREDENTIAL PATHWAY" MEANS A SEQUENCE OF
- 8 CREDENTIALS EARNED THROUGH VARIOUS MEANS, INCLUDING THROUGH
- 9 ASSESSMENT OF PRIOR LEARNING, THAT MAY BE ACCUMULATED OVER
- TIME AND MOVE AN INDIVIDUAL ALONG A CAREER PATHWAY OR UP A
- 11 CAREER LADDER.
- 12 (j) "STATE INSTITUTION OF HIGHER EDUCATION" OR "INSTITUTION"
- 13 HAS THE SAME MEANING AS SET FORTH IN SECTION 23-1-135 (2).
- 14 (k) "Statewide degree transfer agreement" means a
- 15 STATEWIDE DEGREE TRANSFER AGREEMENT DESCRIBED IN SECTION
- 16 23-1-108 (7).
- 17 (2) By June 15, 2023, the department, in consultation with
- 18 INSTITUTIONS AND AT LEAST ONE BUSINESS ORGANIZATION OR
- 19 REPRESENTATIVE OF INDUSTRY, SHALL DEVELOP AND IMPLEMENT A
- 20 PROCESS THAT ENCOURAGES INSTITUTIONS TO IDENTIFY INCREMENTAL
- 21 ACHIEVEMENTS ON THE PATH TO DEGREE COMPLETION, AND ORGANIZE
- 22 STACKABLE CREDENTIALS THAT BUILD UPON EACH OTHER TOWARD
- 23 DEGREES AND MAY ARTICULATE TO PATHWAYS IN HIGH-DEMAND
- 24 INDUSTRIES. THE DEPARTMENT AND INSTITUTIONS SHALL COLLABORATE
- 25 TO IDENTIFY HOW CREDENTIALS MAY BE EVALUATED FOR THEIR
- 26 COMPONENT SKILLS, COMPETENCIES, AND LEARNING OUTCOMES, AND
- THEN MAY BECOME STACKED INTO A STACKABLE CREDENTIAL PATHWAY

-5-

1	TO PROVIDE INCREASED ACCESS TO EMPLOYMENT AND MAY RESULT IN A
2	DEGREE. AS A PART OF THE PROCESS, THE DEPARTMENT AND INSTITUTIONS
3	SHALL:
4	(a) EVALUATE THE QUALITY OF NONDEGREE CREDENTIALS THAT
5	ARE CURRENTLY AVAILABLE THAT LEAD TO IN-DEMAND LIVING WAGE JOBS
6	IDENTIFIED IN THE MOST RECENT COLORADO TALENT REPORT AND
7	RESPOND TO CRITICAL JOB SHORTAGES IN COLORADO. THE DEPARTMENT,
8	IN COLLABORATION WITH INSTITUTIONS, SHALL EVALUATE THE QUALITY
9	OF NONDEGREE CREDENTIALS USING THE FRAMEWORK AND PROCESS
10	CREATED IN THIS SUBSECTION (2) AND INFORMED BY ONE OR MORE
11	QUALITY STANDARDS FRAMEWORKS DEVELOPED BY NATIONAL
12	ORGANIZATIONS.
13	(b) (I) Identify where alignment currently exists along a
14	DEGREE PATHWAY BETWEEN NONDEGREE AND DEGREE CREDENTIALS AND
15	WORK-BASED LEARNING AND APPRENTICESHIPS; AND
16	(II) IDENTIFY OPPORTUNITIES TO DEVELOP WHERE FURTHER
17	ALIGNMENT MAY BE CREATED BETWEEN NONDEGREE AND DEGREE
18	CREDENTIALS, AND WORK-BASED LEARNING AND APPRENTICESHIPS; AND
19	(c) ARTICULATE WHERE THE VARIOUS ALIGNMENTS IDENTIFIED IN
20	SUBSECTION $(1)(b)$ OF THIS SECTION MAY INCORPORATE INTO STACKABLE
21	CREDENTIAL PATHWAYS THAT MAY LEAD TO A DEGREE AND
22	OPPORTUNITIES FOR CREDITS TO BE TRANSFERRED IN ORDER FOR PERSONS
23	TO BE ABLE TO ATTAIN NONDEGREE OR DEGREE CREDENTIALS THAT LEAD
24	TO IN-DEMAND OR LIVING WAGE JOBS.
25	(3) By January 1, 2024, the department, in consultation
26	WITH THE REPRESENTATIVES DESCRIBED IN SECTION $23-5-145.5(5)$ , SHALL
27	FACILITATE THE CREATION OF STACKABLE CREDENTIAL PATHWAYS FOR AT

-6- 192

1	LEAST THREE GROWING INDUSTRIES IDENTIFIED BY THE MOST RECENT
2	COLORADO TALENT REPORT. BY JANUARY 1, 2025, THE DEPARTMENT, IN
3	CONSULTATION WITH THE REPRESENTATIVES DESCRIBED IN SECTION
4	23-5-145.5 (5), SHALL FACILITATE THE CREATION OF STACKABLE
5	CREDENTIAL PATHWAYS FOR AT LEAST TWO ADDITIONAL GROWING
6	INDUSTRIES IDENTIFIED BY THE MOST RECENT COLORADO TALENT REPORT.
7	THE DEPARTMENT SHALL FACILITATE THE CREATION OF AT LEAST TWO
8	STACKABLE CREDENTIAL PATHWAYS FOR EACH INDUSTRY. THE
9	STACKABLE CREDENTIAL PATHWAYS MUST INCLUDE:
10	(a) A COMPETENCY FRAMEWORK THAT ARTICULATES THE
11	KNOWLEDGE, SKILLS, LEARNING OUTCOMES, NONDEGREE CREDENTIALS,
12	AND DEGREES ASSOCIATED WITH THE PATHWAY, AND IDENTIFIES THE
13	CAREER AND PROFESSIONAL DEVELOPMENT OPPORTUNITIES ASSOCIATED
14	WITH THE PATHWAY;
15	(b) AN INVENTORY OF CREDENTIALS THAT ARE A PART OF THE
16	PATHWAY, OFFERED BY ACCREDITED AND NON-ACCREDITED PROVIDERS,
17	INCLUDING TRAINING AND INDUSTRY CREDENTIAL PROVIDERS, HIGH
18	SCHOOLS, PROGRAMS RECOGNIZED BY THE CAREER DEVELOPMENT
19	SUCCESS PROGRAM PURSUANT TO SECTION 22-54-138, POSTSECONDARY
20	INSTITUTIONS, AND NONPROFIT ORGANIZATIONS;
21	(c) CREDENTIALS THAT ARE A PART OF THE PATHWAY EVALUATED
22	PURSUANT TO SECTION 23-5-145.5 (3), INCLUDING CREDIT AWARDED FOR
23	COURSES IN GT PATHWAYS OR A STATEWIDE DEGREE TRANSFER
24	AGREEMENT; AND
25	(d) Credits that are awarded for other courses with a
26	CAREER AND TECHNICAL EDUCATION FOCUS IN A POSTSECONDARY
27	DECREE NON-CREDIT DROCD AM OR INDUSTRY CERTIFICATION DROCD AM

-7-

1	(4) THE STACKABLE CREDENTIAL PATHWAYS MUST BE APPROVED
2	BY THE COMMISSION, IN CONSULTATION WITH THE COLORADO WORK
3	FORCE DEVELOPMENT COUNCIL.
4	(5) (a) The credentials to support Colorado jobs cash
5	FUND, REFERRED TO IN THIS SECTION AS THE "FUND", IS CREATED IN THE
6	STATE TREASURY. THE FUND CONSISTS OF MONEY CREDITED TO THE FUND
7	PURSUANT TO SUBSECTION (5)(b) OF THIS SECTION AND ANY OTHER
8	MONEY THAT THE GENERAL ASSEMBLY APPROPRIATES OR TRANSFERS TO
9	THE FUND.
10	(b) For the 2022-23 state fiscal year, the general
11	ASSEMBLY SHALL APPROPRIATE ONE MILLION DOLLARS TO THE
12	DEPARTMENT FROM THE WORKERS, EMPLOYERS, AND WORKFORCE
13	CENTERS CASH FUND CREATED IN SECTION 24-75-231. THE DEPARTMENT
14	SHALL USE THIS APPROPRIATION FOR THE PURPOSES DESCRIBED IN THIS
15	SECTION. THE DEPARTMENT SHALL SPEND OR OBLIGATE ANY MONEY BY
16	DECEMBER 31, 2024. ANY MONEY OBLIGATED BY DECEMBER 31, 2024,
17	MUST BE EXPENDED BY DECEMBER 31, 2026.
18	(c) The state treasurer shall credit all interest and
19	INCOME DERIVED FROM THE DEPOSIT AND INVESTMENT OF MONEY IN THE
20	FUND TO THE FUND.
21	(d) Money in the fund is continuously appropriated to the
22	FUND FOR THE PURPOSES DESCRIBED IN THIS SECTION.
23	(6) THE DEPARTMENT AND ANY PERSON WHO RECEIVES MONEY
24	FROM THE DEPARTMENT SHALL COMPLY WITH THE COMPLIANCE,
25	REPORTING, RECORD-KEEPING, AND PROGRAM EVALUATION
26	REQUIREMENTS ESTABLISHED BY THE OFFICE OF STATE PLANNING AND
27	BUDGETING AND THE STATE CONTROLLER IN ACCORDANCE WITH SECTION

-8-

1	24-75-226 (5).
2	(7) On or before December 29, 2023, and on or before
3	DECEMBER 31, 2025, THE DEPARTMENT OF HIGHER EDUCATION SHALL
4	SUBMIT A REPORT TO THE EDUCATION COMMITTEES OF THE SENATE AND
5	HOUSE OF REPRESENTATIVES, OR ANY SUCCESSOR COMMITTEES,
6	REGARDING THE IMPLEMENTATION OF THIS SECTION. THE REPORT MUST
7	INCLUDE DATA COLLECTED BY INSTITUTIONS TO MEASURE THE TOTAL
8	NUMBER OF CREDITS, CREDENTIALS, CERTIFICATES, AND PROFESSIONAL
9	LICENSES EARNED IN EACH PATHWAY AT EACH INSTITUTION, AS
10	PRACTICABLE. THE REPORT MUST INCLUDE THE DATA FOR THE STATE AS
11	A WHOLE AND FOR EACH INSTITUTION, IN TOTAL AND DISAGGREGATED BY
12	RACE, ETHNICITY, AND GENDER.
13	(8) This section is repealed, effective July 1, 2026.
14	SECTION 3. In Colorado Revised Statutes, add 23-5-145.7 as
15	follows:
16	23-5-145.7. Funding for nondegree credential programs - duty
17	- policy - appropriation - report - definitions - repeal. (1) AS USED IN
18	THIS SECTION, UNLESS THE CONTEXT OTHERWISE REQUIRES:
19	(a) "APPRENTICESHIP CERTIFICATE" MEANS VERIFICATION OF
20	COMPLETION OF AN APPRENTICESHIP PROGRAM. APPRENTICESHIP
21	CERTIFICATES ARE APPLICABLE TO INDUSTRY TRADES AND PROFESSIONS.
22	(b) "COLORADO TALENT REPORT" MEANS THE REPORT PREPARED
23	PURSUANT TO SECTION 24-46.3-103.
24	(c) "COMMISSION ON HIGHER EDUCATION" OR "COMMISSION" HAS
25	THE SAME MEANING AS SET FORTH IN SECTION $23-1-101.1$ (1).
26	(d) "COMMUNITY AND TECHNICAL COLLEGE" MEANS THE
27	COMMUNITY AND TECHNICAL COLLEGES DESCRIBED IN SECTION 23-60-205

-9- 192

1	OR INSTITUTIONS OF HIGHER EDUCATION THAT OFFER CAREER AND
2	TECHNICAL EDUCATION PROGRAMS OR ASSOCIATE DEGREES.
3	(e) "DEPARTMENT" MEANS THE DEPARTMENT OF HIGHER
4	EDUCATION CREATED AND EXISTING PURSUANT TO SECTION 24-1-114.
5	(f) "INDUSTRY CERTIFICATION" MEANS A CREDENTIAL AWARDED
6	BY AN INDUSTRY-RECOGNIZED THIRD-PARTY OR INDUSTRY-GOVERNING
7	BOARD BASED ON AN INDIVIDUAL DEMONSTRATING BY ASSESSMENT THAT
8	THE INDIVIDUAL HAS ACQUIRED THE DESIGNATED KNOWLEDGE, SKILLS,
9	AND ABILITIES TO PERFORM A SPECIFIC OCCUPATION OR SKILL. INDUSTRY
10	CERTIFICATIONS MAY BE TIME-LIMITED DEPENDENT UPON THE
11	OCCUPATION OR INDUSTRY.
12	(g) "LOCAL DISTRICT COLLEGE" HAS THE SAME MEANING AS
13	DEFINED IN SECTION $23-71-102$ (1).
14	(h) "Nondegree credential" means a postsecondary
15	CERTIFICATE, APPRENTICESHIP CERTIFICATE, PROFESSIONAL LICENSE, OR
16	INDUSTRY CERTIFICATION.
17	(i) "Postsecondary certificate" means a credential
18	AWARDED BY AN INSTITUTION OF HIGHER EDUCATION AT AN
19	UNDERGRADUATE LEVEL BASED ON COMPLETION OF ALL REQUIREMENTS
20	FOR A PROGRAM OF STUDY, INCLUDING COURSE WORK AND EXAMS.
21	POSTSECONDARY CERTIFICATES ARE NOT TIME-LIMITED AND DO NOT
22	REQUIRE RENEWAL. "POSTSECONDARY CERTIFICATE" DOES NOT INCLUDE
23	A DEGREE AND DOES NOT INCLUDE A CREDENTIAL AWARDED BY AN
24	INSTITUTION OF HIGHER EDUCATION AFTER COMPLETION OF A BACHELOR'S
25	DEGREE IN THE SAME PATHWAY.
26	(2) Subject to the appropriation in Subsection (6) of this
27	SECTION, THE COMMISSION SHALL ALLOCATE AND DISBURSE FUNDS TO

-10-

1	COMMUNITY AND TECHNICAL COLLEGES AND LOCAL DISTRICT COLLEGES
2	TO FUND STUDENT ACCESS TO NONDEGREE CREDENTIAL PROGRAMS.
3	(3) THE COMMISSION SHALL CREATE A POLICY CONCERNING THE
4	ALLOCATION AND DISBURSEMENT OF FUNDS. THE POLICY MUST PRIORITIZE
5	FUNDING NONDEGREE CREDENTIAL PROGRAMS THAT:
6	(a) ARE PART OF AN INDUSTRY-ALIGNED PATHWAY;
7	(b) ARE ASSOCIATED WITH INDUSTRIES IDENTIFIED IN THE MOST
8	RECENT COLORADO TALENT REPORT;
9	(c) Are stackable in alignment with section 23-5-145.6; and
10	(d) Address critical job shortages in Colorado.
11	(4) On or before September 1, 2023, each community and
12	TECHNICAL COLLEGE OR LOCAL DISTRICT COLLEGE THAT RECEIVES
13	FUNDING PURSUANT TO THIS SECTION SHALL SUBMIT A REPORT TO THE
14	DEPARTMENT. AT A MINIMUM, THE REPORT MUST INCLUDE DATA TO
15	MEASURE THE TOTAL NUMBER OF CREDENTIALS EARNED AND SUBSEQUENT
16	PLACEMENTS IN JOBS THAT ARE RESPONSIVE TO WORKFORCE DEMANDS
17	PURSUANT TO THE NONDEGREE CREDENTIAL PROGRAM. THE REPORT MUST
18	INCLUDE THE DATA FOR THE STATE AS A WHOLE AND FOR EACH RECIPIENT,
19	IN TOTAL AND DISAGGREGATED BY RACE, ETHNICITY, AND GENDER.
20	(5) On or before January 5, 2024, the department shall
21	SUBMIT A REPORT TO THE EDUCATION COMMITTEES OF THE SENATE AND
22	THE HOUSE OF REPRESENTATIVES, OR ANY SUCCESSOR COMMITTEES,
23	REGARDING THE FUNDING ALLOCATED AND DISTRIBUTED PURSUANT TO
24	THIS SECTION. AT A MINIMUM, THE REPORT MUST SUMMARIZE THE
25	INFORMATION PROVIDED TO THE DEPARTMENT PURSUANT TO SUBSECTION
26	(4) OF THIS SECTION.
27	(6) For the 2022-23 state fiscal year, the general

-11-

1	ASSEMBLYSHALLAPPROPRIATEONEMILLIONEIGHTHUNDREDTHOUSAND
2	DOLLARS TO THE DEPARTMENT FOR THE PURPOSES OF THIS SECTION. THE
3	DEPARTMENT SHALL NOT USE MORE THAN THREE PERCENT OF THE
4	APPROPRIATION TO ADMINISTER THE REQUIREMENTS OF THIS SECTION.
5	(7) This section is repealed, effective July 1, 2024.
6	SECTION 4. In Colorado Revised Statutes, 23-3.3-1006, amend
7	(1)(a)(I) as follows:
8	23-3.3-1006. Colorado opportunity scholarship initiative -
9	<u>federal money - institutional allocations - purposes - reporting - rules</u>
10	- definitions - repeal. (1) As used in this section, unless the context
11	otherwise requires:
12	(a) "Eligible student" means an undergraduate, in-state student
13	who:
14	(I) Earned some postsecondary credits from a public or private
15	higher education institution but did not complete a credential REQUIRING
16	THIRTY CREDITS OR MORE before deciding not to enroll for two or more
17	consecutive semesters; or
18	<b>SECTION 5. Appropriation.</b> For the 2022-23 state fiscal year,
19	\$800,000 is appropriated to the department of education. This
20	appropriation is from the general fund. The department may use this
21	appropriation for the adult education and literacy grant program.
22	<b>SECTION</b> <u>6.</u> <b>Safety clause.</b> The general assembly hereby finds,
23	determines, and declares that this act is necessary for the immediate
24	preservation of the public peace, health, or safety.

-12-